

# Anju's Role, Responsibilities and Comp

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Anju Singh

**cirrus** labs

# HR Director – HR Manager Responsibility Comparison

## Typical responsibilities of HR Director

- Ensuring policies comply with any laws that affect the company
- Overseeing employee benefits schemes and implementing changes if necessary
- Reporting on the progress of the HR department to stakeholders and other Directors
- Developing a culture that fits the business model for growth
- Ensuring any employee complaints are addressed within the law
- Planning and directing company programs
- Supervising all HR departments
- Reviewing HR practices to ensure consistency
- Identifying strategies to address HR issues
- Establishing salaries and benefits for employees

## Typical responsibilities of HR Manager

- Identifying staff conflicts and suggesting potential solutions
- Ensuring the procedures are carried out and comply with employment law and regulations
- Reviewing and monitoring staff benefits including compensation packages
- Creating incentives to help retain staff
- Mediating disputes between staff and management
- Addressing discipline issues
- Negotiating contracts

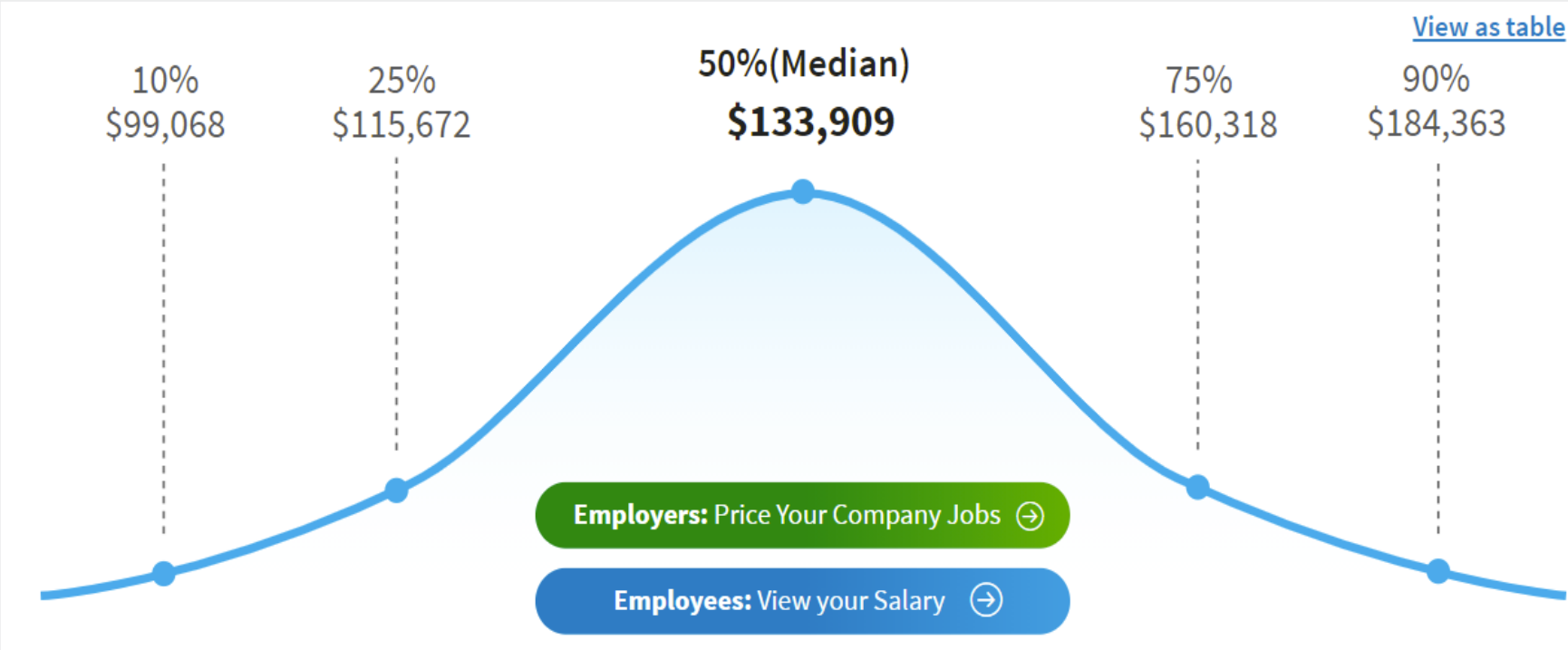
## Anju's Role is Global and Strategic HR

- Design and implement global HR strategy
- Research, design and enforce policies
- Improve hiring practices and recruit the right talent for CL growth and success
- Design employee compensation plans, including benefits
- Develop a culture that is aligned with CL vision and business needs
- Research and identify HR best practices that are best suited for CL business
- Motivate, engage and retain talent
- Employee learning, training, and career advancement
- Conduct HR audits and ensure we are in compliance
- Ensure that HR practices are applied consistently across the company
- Address legacy issues and implement steps to keep them from recurring
- Conduct vendor due diligence and establish SLAs
- Oversee employee benefits schemes and implement changes as needed
- Report on the progress of the HR department to stakeholders and other Directors
- Address employee complaints in line with CL policy and minimize the chances of litigation

# Salary Range from Salary.com

## International Human Resources Manager Salary

-   
Salary
-   
Benefits
-   
Job Description
-   
Compare Jobs
-   
Similar Jobs
-   
Job Openings
-   
Resume Critique



# Global HR Manager and HR Director Salary from Glassdoor

## Global Hr Manager Salaries

459 Salaries Updated 6 Dec 2020

Average Base Pay

**\$99,629** / yr

## HR Director

Average Base Pay

**\$149,000** / yr

# CirrusLabs Exec Comp

Name	Base Salary	PTO	401K Match	Other
Amit	\$231K	3 weeks	3%?	
Brandon	\$229K	3 weeks	3%	
Ken	\$232K	3 weeks	3%	
Kjell	\$180K	3 weeks	3%	
Santosh	\$205K	3 weeks	3%?	Equity?
Shiboo	\$245K	3 weeks	3%?	Equity?

# Request that Anju's Comp be Reconsidered

- Base Salary \$125K
- Yearly PTO 3 weeks
- 401K Match 3%

\* Was told at the time of hiring that everybody gets only 2 weeks of PTO and cannot offer 3 weeks to keep it consistent across the board

\* Was told at the time of hiring that they're looking into offering 3% 401K match starting April 2021

# In Conclusion

- I am committed to CL vision and success
- Partner with the exec and leadership team to realize CL vision
- I am willing to do whatever it takes to get us there
  - Change culture to be performance and merit driven
  - Talent Retention
  - Long Hours
- Irrespective of this discussion's outcome, I am here to see us be successful
- Believing in fairness and equity, I am bringing this to your attention

# cirruslabs

## Thank You



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